

Annual \$100,000 Club Report. See Pages 5-7.

CONVOY DISPATCH



44

VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

September/October 2004 # 221

Is Record Pay Tied to the Performance of our Top Union Leaders?

Dues Spending on Top Salaries Hits All-Time High

Corporate CEO's frequently come under fire for taking extravagant compensation packages that aren't linked to company performance. Companies get downsized, working families take it on the chin, and greedy executives take home record pay.

Teamster leaders have blasted corporate fatcats for these practices—and rightly so. But how do top Teamster officials act when it comes to their own compensation

packages? Are pay and salary increases for our union's highest paid officials linked to their performance and the success of our union under their leadership?

A new report gives you the numbers so you can decide for yourself.

Each year, the Teamster Rank & File Education and Legal Defense Foundation evaluates hundreds of Teamster financial reports to compile the \$100,000 Club.

This listing is non-partisan and

objective. It includes every Teamster official whose salary exceeds \$100,000—without exception (See pages 6-7).

One thing is clear. Teamster spending on top salaries is on the rise—and hitting all-time highs.

A record \$44.8 million dollars in our dues money went to 303 officials who earned \$100,000 or more in 2003. Thirty-four officials received compensation of more than \$200,000.

How does this record compensation for our union's highest paid officers match up against their performance?

How does growth in compensation for top officers compare to what they're delivering for rank-and-file Teamsters when it comes to our wages and benefits and the size and strength of our union?

Convoy Dispatch delivers the data. You be the judge. See pages 5-7 for our full report.



"Every year I look forward to getting my LM2 forms and checking out all the officers' salaries and perks. I order extra copies of the *Convoy* with the \$100,000 Club so I can get that info out to more members. Join TDU. Knowledge is power!"

Scott MacDonald, Oakwood Enterprises
Local 179, Kankakee, IL.

JOIN TDU

TDU MEMBERSHIP APPLICATION

Name _____ Local _____

Address _____

City _____ State _____ ZIP _____

Phone _____ Company _____

E-mail _____

☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production

Other _____

____ \$40 one-year membership & subscription to *Convoy Dispatch*

____ \$95 three-year membership fee

____ \$25 for spouses, and Teamsters who gross less than \$22,000 a year

____ \$25 for retirees. Retired from Local _____

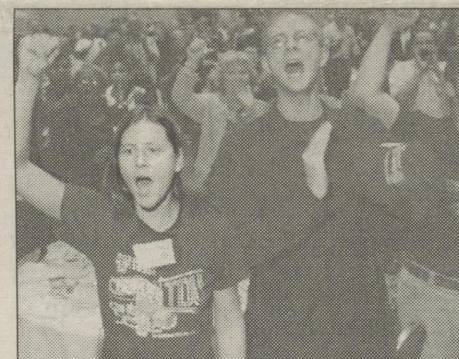
☐ Check or money order

Mastercard/Visa # _____ Exp. Date _____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

TDU membership is kept confidential. TDU solicits and accepts membership applications and donations only from Teamsters, retired Teamsters and spouses who are not employers. Only funds from Teamster members and their spouses can be used for campaign purposes.



Register Now for the TDU Convention!

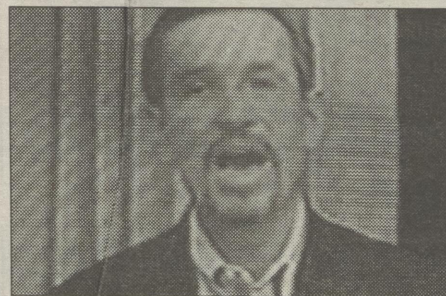
Cleveland Sheraton Airport, Oct. 22-24, 2004

Join hundreds of rank-and-file Teamsters, shop stewards, local officers, attorneys and labor experts for the most inspiring and educational Teamster event of the year.

For more information on the program and workshops, see page 11.

To register today, fill out the form on the back page or contact TDU.

TDU Special Investigation



Hugh Sawyer, who employs 4,000 Teamster car haulers, bragged in this video about a list of union members he has marked for termination.

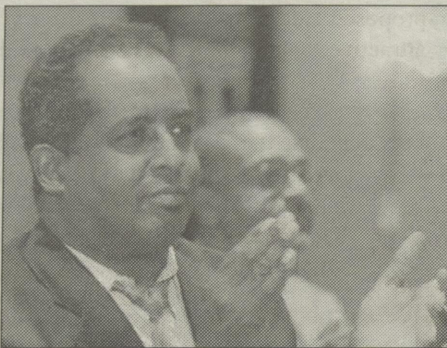
CEO's Hit List

Hugh Sawyer, the CEO of the largest Teamster carhaul employer, has a hit list of 200 Teamsters marked for termination. *Convoy-Dispatch* reveals the secret memos instructing managers how to fire the targeted Teamsters. Now that we know the company's game plan, will our International Union respond?

For the full story, see page 9.

Letters From Our Members

An Open Letter from TDU Co-Chair Michael Savvoir



TDU will be holding our 29th annual Rank and File Convention in Cleveland, Oct. 22-24.

In this issue of *Convoy*, you can read about some of the programs that we'll feature at the convention. We're proud that our educational programs are some of the best in the labor movement. But that's not the only reason you should come to the TDU Convention.

TDU works for a stronger union whose leadership listens to the members. At the TDU Convention,

we practice what we preach. This is no canned, Vegas-style Teamster Convention where you have no input and officers watch the clock so they don't miss their tee-time.

We put democracy to work at our convention — rank and file style. We talk about what's really happening on our jobs and in our union — the good and the bad. And we share strategies for what can be done to turn things around. There's a lot that's going wrong in our union — from weak contracts to pension cuts to top officers who are out of touch with the rank and file. But there's a lot going right too.

Across our union, members are organizing to right the Teamster ship — in contract campaigns, in pension committees and in local union elections. The TDU Convention is where we come together to learn how to spread

what's working.

The convention is also where members elect TDU's leadership, the International Steering Committee (ISC) — our executive board which sets TDU policy between conventions. All TDU members are eligible to run. If you're committed to building TDU and have ideas about what our organization should be doing, I encourage you to run for our ISC.

At the TDU Convention, we're serious about education and making plans. But we have a good time, too. If you sometimes feel like you're all alone, come to Cleveland and recharge your batteries by spending the weekend with a convention full of Teamsters who are as committed to our union as you are.

Michael Savvoir
Co-chair, TDU ISC
Local 41, UPS, Kansas City

Anger Is Simmering

Just received word that the Aug. 1 benefit contribution increase (\$.60/hour) mandated under the [major Teamster] contracts is all going to the pension. You take those contributions with the money the fund made in 2003 in the stock market and it should go a long way toward filling those coffers back up. When do we see ours?

The anger over these pension issues is simmering and it won't take much for it to boil over. I hear the trustees may be considering making changes on the age for retirement. Let them try and see what kind of hell they may find down the road.

We've got to keep the heat on so they already know what that hell feels like! It's

that or no heaven for all us Teamsters looking for a better retirement.

Bill Sercombe
Local 164, ABF
Jackson, Mich.

Pension Trustees Should Be Dismissed

With the terrible mismanagement of the Central States health and welfare and pension benefits I think that first the entire board of trustees should be dismissed. Our fund administrators were grossly incompetent by leaving our monies in a losing market. We appointed them to manage our money and they took no steps whatsoever to protect our savings.

I think that all multiple pension benefits for Teamster officials should be done away with. I think that officials should have pension cuts to match the work force. Their pensions should increase when ours increase.

They work for us. They should not reap better benefits than us.

David Manolis
Local 391, UPS
Chadbourn, N.C.

How to Contact TDU

We want to hear from you. Contact us at the addresses below for more information about TDU, or to send us articles or letters

National Office: P.O. Box 10128, Detroit, Mich., 48210. Phone: (313) 842-2600. Fax: (313) 842-0227. E-mail: tdudetroit@tdu.org Website: www.tdu.org

NY Office: 104 Montgomery St., Brooklyn, N.Y. 11225. Phone: (718) 287-3283. Fax: (718) 287-3287. E-mail: tdueast@tdu.org

E-Mail Your Letter

Visit our web page at www.tdu.org and use the link provided there, or e-mail your letter to letters@tdu.org.



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Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in October 2003 for one year. Our Rank & File Convention had 300 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BYLAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs should be elected by regions. No more trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed up by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he or she makes. No officer should make more than the highest paid working members in their jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for members, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

TDU International Steering Committee

Co-Chairs:

Joe Fahey, Milwaukee Local 200
Maria Martinez, Pasco, Wash., Local 556
Michael Ruscigno, New York Local 802
Michael Savvoir, Kansas City, Mo., Local 41

Organizer:

Ken Paff, Detroit

Trustees:

Willie Hardy, Memphis Local 667
Erik Jensen, Minneapolis Local 320
Matt Latzo, Baltimore Local 311

Members:

John DePietro, Syracuse, N.Y., Local 317
Jona Fleurimont, New York City Local 854
Frank Halstead, Los Angeles Local 572
Jim Jacob, Providence, R.I. Local 251
Roy Kruchten, Chicago Local 705
Sandy Pope, New York City Local 805
Dawn Stanger, Vermont Local 597

Alternates:

Larry Macdonald, Atlanta Local 728
K.W. Phillips, Memphis Local 667
Bill Sercombe, Jackson, Mich., Local 164

Agreements Outside of Contract Undermine UPS Working Conditions

What UPS management doesn't get in negotiations, they often try to secure through other means. Since the 2002 contract this has played out in a number of disturbing ways, all harmful to the strength of the union.

Sometimes management just implements sweeping changes. UPS Basic (using the postal service for rural deliveries), which was rolled out over the objection of the IBT last year, is a good example.

Another strategy, used increasingly by UPS during the past two years, has management bargaining significant contract changes with individual local unions. Once one local caves in, others are likely to follow suit.

Florida Overtime Pay and Workweek Schedule

Local 512 in Jacksonville, Fla. has entered into an agreement that undermines overtime pay and workweek provisions. The "letter of understanding" lets UPS schedule Article 22.3 combination full-time/part-time employees on a workweek of four nine-hour days (at straight-time pay) plus one four-hour day. Overtime pay under the Southern Region Supplement is supposed to be paid after eight hours. The contract also states that the workweek shall be either five eight-hour days or four ten-hour days.

While working just a half day on Friday is attractive to some, the loss in pay due to the change in overtime protection is unwelcome.

Members were not allowed to vote on this contract change, making it a violation of Article XII, Section 2 of the Teamster Constitution. "If amendments to local or area supplements or riders to a master agreement are voluntarily negotiated during the term of such agreement," the constitution states, "such amendments must be approved by a majority vote of the members involved and affected."

New England Members Continue Battle Against Workweek Change

In New England, management pushed through a mid-contract change in five locals, establishing a Sunday to Thursday workweek with no premium pay for Sunday work.

This workweek change was a key company demand in the 2002 contract talks. The union negotiating committee demanded an extra week's vacation in return. Management balked and came away empty handed. Then after the negotiations, the company pushed through the change in five locals—in some cases with no vote of the members.

The change violated the voting rights of all New England UPS Teamsters who were entitled to a region-wide vote on a change to the language in their supplement.

The New England case shows our right to vote means money in our pocket. By violating members' right to vote on the workweek change, UPS didn't have to give members an additional vacation week. Instead, management got what they wanted for peanuts—a small, one-time bonus to part-timers and a measly 25 additional cents an hour for feeder drivers for their Sunday work.

The New England workweek change violated the master agreement which required IBT approval under Article 2, Section 2. Members have filed a lawsuit and have also submitted internal union charges against officers involved.

California Holiday Pay

Over Labor Day, Local 315 members in California faced another variation on UPS's goal of using side deals to change the contract. The Richmond building handles work from a rail yard and for that reason has a Sunday sort. Before Labor Day UPS approached the local and feeder drivers with a proposal: feeder drivers on the Sunday through Thursday schedule could

take a three day weekend (Friday, Saturday and Sunday) if they would agree to work for straight time, not holiday pay, on Labor Day.

As is sometimes the case with UPS-



"We're two years into this UPS contract and we've sure got our work cut out for us as we fight to enforce it. The TDU Convention is a great place to meet with other Teamsters and talk about how we can challenge UPS for what's right. Buckeye Teamsters need to come on down the road to Cleveland and help us take on this billion-dollar company."

Carl Gonzalez
Local 40, UPS Feeder Driver
Mansfield, Ohio

proposed side deals, part of the offer was attractive to some members who liked the idea of the three-day weekend (rather than having to work Sunday). But other members felt that the contract should be followed, and sent a letter to Local 315 to that effect. They also pointed out that members could likely get off on Sunday regardless, as work would be slow, and then still get premium pay if they worked Monday. UPS backed off in this case and followed the contract.

Why Do They Do It?

UPS often presses for side deals to management's advantage. But why do local union officers fall for these extra-contract agreements?

Lack of direction and unity from the top of our union is partly to blame. The International Union either ignores these attacks, letting locals go it on their own, or quietly approves of them behind the scenes.

Fortunately rank and file members and stewards are willing to fight these attacks. That's why we need to protect the right to vote on contract changes.

More Mad Moms Speaking Out about UPS Pregnancy Discrimination

Last month, *Convoy* reported on women who are fighting pregnancy discrimination at UPS. Since then, we've heard from women working at UPS across the nation who are all telling the same story.

One part-timer from Minneapolis says UPS put her out to pasture when she got pregnant, telling her there was no light-duty work available that could accommodate her weight restriction. Then she was forced to wait nearly 20 weeks before she received any disability payments. She's still fighting for the money she's owed for those months of unpaid, involuntary leave.

Another Teamster, from Georgia, reported that she also was forced to take leave from her job as a package car driver when she got pregnant, after her doctor told her to not to lift items over 30 pounds. She says, "I couldn't believe it when they told me I couldn't work. Why do I have this job, except to be able to have a family, and support us?"

Ten Hours 'Essential'

Patty Aksamit from Local 104 in Arizona was actually fired when she refused to take leave while pregnant. Aksamit is a full-time shifter, moving packages around at the UPS center. UPS insisted she couldn't work at all because of the six-hour-per-day work limit her doctor prescribed—they said a 10-hour day was an "essential" part of her job. Meanwhile,

part-time shifters and some full-time shifters regularly work six hours or less at the center where Patty works. At first, her supervisor actually agreed to let her work for six hours. It wasn't until he heard from higher-ups that he took it back.

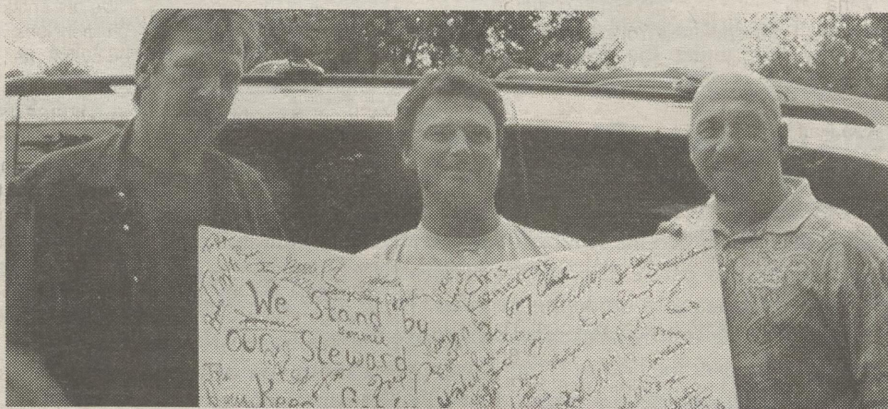
Patty isn't taking the abuse lying down. She's taking UPS to court for gender and pregnancy discrimination—her case is scheduled to go to trial in November.

The rest of UPS employees shouldn't have to take it either. It's clear that putting pregnant women out of work is a company-wide policy at UPS—one that needs a union-wide solution. That's why the IBT has a UPS division, and a Human Rights Commission. Where are they?

Are You Affected?

Thank you to the many Teamsters who have reported incidents of gender and pregnancy discrimination at UPS. TDU is documenting the situation and gathering evidence so that Teamsters can take united action to put a stop to this.

If you or someone you know has been affected by pregnancy discrimination, contact TDU and the Committee for Working Women at UPS right away by calling (718) 287-3283 or by emailing workingwomen@upsbrowndog.org.



Dozens of signatures cover the inside of a "Welcome Back!" card displayed here by TDUER Darwin Moore (center) with alternate steward Wayne Phillips (left) and former steward (now retired) Gary Clark. Moore, a Local 243 steward, was terminated by UPS in July but returned to work after a local level hearing. When Moore returned to work, co-workers circulated the large homemade card at the Pontiac, Mich. UPS center to show their support. Phillips then presented Moore with the card as management looked on before a regular morning meeting.

Federal Injunction Puts Teamster Back to Work

Milwaukee Roadway Driver Wins Job and Back Pay after Retaliatory Firing

Despite the efforts of Roadway Express management, TDUer Pete Cefalu is back on the job. It took an injunction from a federal judge, requested by U.S. Labor Secretary Elaine Chao, to get Roadway to obey the law and put Pete back in his truck. "Had Roadway refused this time, they could have faced jail time for contempt," Cefalu noted as he walked into the Milwaukee terminal. He added, "My attorney, Paul Taylor, and TDU stood by me

when the old officers from Local 200 let me down. I'm happy to be back to work and that justice worked."

Cefalu was fired in February 2002 for allegedly falsifying his employment application years before. The company claimed a "confidential source" had tipped them off to help them get rid of him. As the case unfolded it became clear that Roadway's snitch was either a former Local 200 business agent or another Teamster employee.

Cefalu's termination came just hours after his statement in support of a fellow Teamster was read at a grievance hearing. Cefalu's affidavit stated a Roadway supervisor asked him to falsify one of his logs.

Protection for Whistle Blowers

The Surface Transportation Assistance Act (STAA) protects employees from retaliation for testifying in a proceeding related to a violation of a Federal Motor Carrier Safety regulation. Cefalu knew from reading *Convoy* that Paul Taylor was an expert on these regulations, so he hired the lead attorney for the Truckers' Justice Center to prosecute his wrongful firing claim with the U.S. Department of Labor.

During depositions conducted by Taylor, Roadway representatives refused to identify their snitch. They claimed the answer was "confidential." The administrative law judge ordered management to name their snitch, and when they refused he restricted the defense Roadway was allowed to offer.

Cefalu won the case, and the judge ordered Roadway to reinstate him immediately with full back pay and attorney fees. But when Cefalu reported for work in July the company refused to allow him to punch in.

Taylor submitted a request for an injunction against Roadway to the U.S. Secretary of Labor, who is ultimately responsible for enforcing the administrative law judge's ruling. In September the Labor Department got a federal court to

issue an injunction ordering Roadway to reinstate Pete. Cefalu started work two days later.

Cefalu's tenacity and Taylor's defense insured that justice was achieved. Taylor noted that, "This decision is a great victo-

ry for workers' rights in an era when we usually have a Labor Department that is often unfriendly to workers who exercise protected safety rights. In this case, Secretary Chao and the Office of the Solicitor deserve a big bravo!"



"My wife and I will be at the TDU Convention in Cleveland. I'm a 37-year Teamster, but this will be my first TDU convention.

"I'm going because I think it's now or never for our union. We need to build TDU to keep our local officials and the International in line, or who knows what they'll do next. They're treating our union like a personal piggybank.

"I'm looking forward to meeting other Teamsters from across the country who are fighting for members' interests."

**Jim Laslie, USF Holland
Frances Laslie, spouse
Local 89, Louisville**

Hours of Service Update

Court May Delay Rules Change

The Federal Motor Carrier Safety Administration has asked the D.C. Circuit Court of Appeals to leave the new hours-of-service rules in effect until the agency can correct the court's concerns regarding the regulations. The American Trucking Associations also filed to maintain the current rules.

Public Citizen, representing the interests of truck drivers and the public, filed a response on Sept. 13; now the employers and the government will have time to respond to that motion. In the meanwhile, the new rules remain in effect.

Although the Court of Appeals, in a

strong decision on July 16, threw out the new rules, the DOT is hoping to tweak them or quickly produce some justification for them. The employers are arguing that it will cost them too much to go back to the old rules. They are also arguing that most states have adapted their own regulations to the new rules, and it would take time to revert back.

We are hopeful that the Court of Appeals will not grant an indefinite stay; then we can put the flawed rules to rest, go back to the old ones, and work to produce a new set of rules that protect drivers and the public, not just the employers.

Freight Lines

Roadway Teamsters Check Vacation Pay

Teamsters who work at Roadway in South Carolina report a number of instances where their vacation pay didn't add up. When they raised the issue, members were told to file for a pay shortage. While these have been paid, our brothers in Local 28 encourage other Roadway Teamsters to check their vacation pay. For some, the difference was as much as a hundred dollars. That kind of money adds up fast if this abuse is going on throughout the Roadway system.

Roadway and Local 891 on Trial for Prohibiting TDU Literature

The National Labor Relations Board has issued a complaint against Roadway and Teamster Local 891 for prohibiting TDU and pension literature at the Meridian, Miss. Roadway terminal. The case is scheduled to go to trial Nov. 8.

Earlier this year, the union and management started removing TDU and Central States Pension Improvement Committee flyers from a community bulletin board reserved for employees. Then management put out a written policy restricting what could be posted on the board.

With legal assistance from TDU, Local 891 member James Robinson filed a charge with the National Labor Relations Board. He sent it along with a petition signed by workers at the terminal asking that their rights be protected.

"All we want is a space to put up our information," says Robinson. "They let people put up greeting cards and ads for car washes, but not information about our union or our pension."

TDU has won numerous cases against Roadway and other employers protecting the right to post TDU literature. Under federal law, you have a right to post literature in areas such as community bulletin boards where employees are allowed to post other materials.

Former Red Star Teamsters File Charges

Three former USF Red Star Teamsters from Philadelphia Local 107 have filed unfair labor practice charges against the IBT and officials from Local 107. The charges contend the IBT and Local 107 precipitated the illegal closing of USF Red Star and violated their duty of fair representation. They charge that the IBT orchestrated a walkout by all USF Red Star Teamsters with no prior communication to the members, no authorizing vote by the members, and no discussion about the consequences of the strike. These Teamsters have also filed a class action lawsuit against USF Red Star under the federal WARN act. More information is available at www.redstarteamsters.com or send an email to redstarteamsters@yahoo.com.

Feds Consider 'Black Boxes'

The Federal Motor Carrier Safety Administration (FMCSA) includes the likelihood of requiring "black boxes" as part of the agency's response to the federal court decision that overturned the Hours of Service regulations put into effect last January (see article on this page). The agency claims it's evaluating the suitability of this technology as a means of enforcing the rules. When the FMCSA proposed using the in-tractor recorders during hearings leading up to the change in regulations, they met with opposition over the cost of installing and maintaining the devices. The FMCSA claims that continued advancements make the use of this technology even more appropriate to explore.

Traffic Costs Time and Money

A Texas Transportation Institute study states motorists use up 3.5 billion hours tied up in traffic in the 85 biggest U.S. cities. That's up from 700 million hours 20 years ago. These experts reported the average urban traveler spent 46 hours stuck in road traffic in 2002. And the average urban truck driver?

\$100,000 Club Report Findings:

Officers' Pay Up, Teamster Power Down

More membership dues than ever are going into the pockets of our union's highest paid officials. But while compensation for Teamster officials is up, wage growth, benefits, and union membership are down.

Those are the findings of an extensive study by the Teamster Rank and File Education and Legal Defense Foundation (TRF) based on a review of hundreds of Teamster financial reports and collective bargaining agreements.

TRF reviewed more than ten years of data to track patterns in officers' compensation, collective bargaining settlements, pension and health and welfare benefits, and overall Teamster membership.

The data revealed a sharp rise in officer compensation after the Hoffa administration took office in 1999. But there was no corresponding rise in wage growth, benefits or union membership.

What our union's highest paid officers pay themselves seems to bear no connection to their performance.

Their Salaries and Your Wages

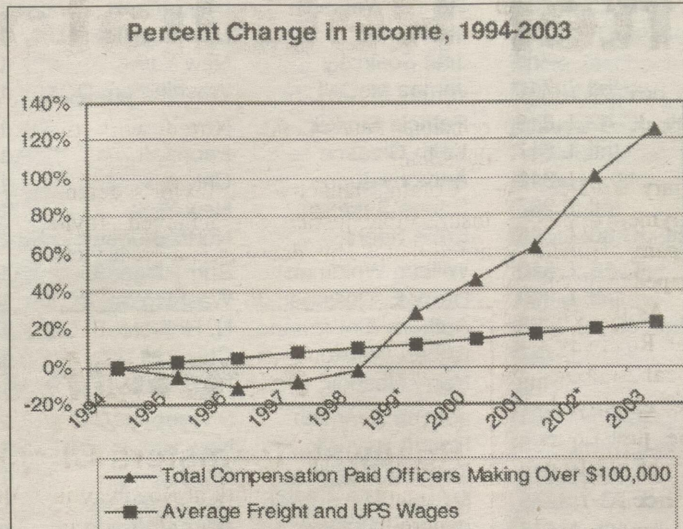
How does the growth in officers' salaries compare to what Teamsters are making under the contracts they negotiate?

Graph A (left) compares wage growth for Teamsters under national contracts to officers in the \$100,000 Club.

Overall compensation for officers making \$100,000 a year or more has increased by a whopping 125 percent since James Hoffa took office in 1999. Over the same period, Teamsters working under national contracts have averaged wage increases of just two or three percent a year. Carhaul Teamsters are currently under a two-year wage freeze.

During the Hoffa years, the total compensation for the union's highest paid officers exploded while members' wages barely kept up with inflation.

"I have no problem with leaders being fairly compensated for the work they do," said Darrell Hall, a Local 89 UPS Teamster in Louisville. "But spending on top salaries has gotten out of control, especially since Hoffa got elected and pushed

**Hoffa Years Deliver Record Pay for Officials, Leave Rank and File Behind**

In the 1990s, compensation for our union's highest paid officers grew at a slower rate than members' wages. But after the Hoffa administration took office in 1999, the total compensation for the union's highest paid officers exploded.

through the dues increase.

"My local's principal officer, Fred Zuckerman, gets paid four separate salaries. And I'm not seeing what all this money is delivering for the rank and file," Hall said.

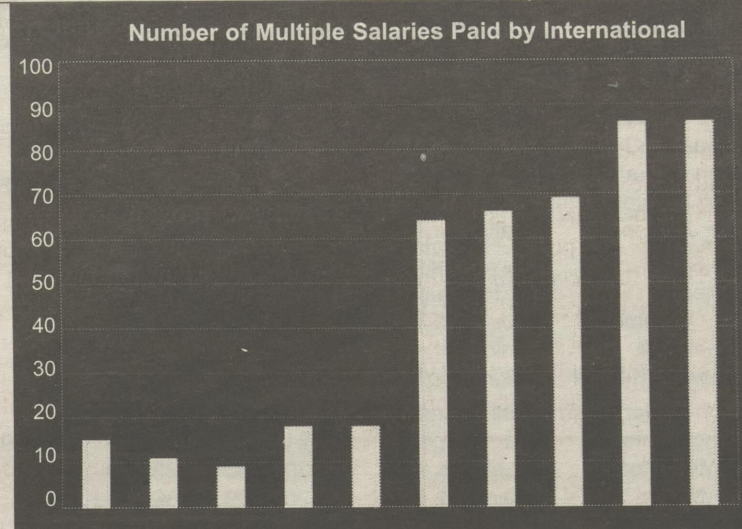
Their Pensions Up, Yours Down

The growing gap between members and top officers is even more glaring when it comes to pension and health and welfare benefits.

During Hoffa's tenure, pension benefits have been cut for the first time in the 50-year history of the two largest pension funds—Central States and Western Conference. Health and welfare costs for Central States retirees have been raised by hundreds of percent in the past year.

Pension benefits for International officials, however, are based on a percentage of their salaries. As their salaries increase, so do their pensions.

International officials are also safe from



Graph A (left) tracks \$100,000 Club compensation versus freight and UPS wages. The two lines diverge after Hoffa took office in 1999. Pay for our union's richest officers grew seven times as fast as members' wages under Hoffa.

Graph B (right) tracks the number of officials on the International payroll who received multiple union salaries. Once again, this figure exploded after Hoffa took office in 1999 and then jumped again in 2002 with the dues hike.

the sharp cuts that have hit many Teamsters in retiree health and welfare. The "Family Plan" for IBT officials provides full family health coverage for life—with no premiums.

Some International vice presidents who voted as trustees to slash members' pensions can retire tomorrow with up to a \$1 million lump-sum pension payout (from our dues money), with full health benefits for their family for life at no cost.

Growing Salaries, Shrinking Union

The Hoffa administration pushed through the largest dues increase in Teamster history, promising that a new organizing fund would increase our union's size and bargaining power.

But a look at the data shows Hoffa's numbers don't add up. Since Hoffa took office in 1999, IBT membership has declined every year except one.

The second-largest membership loss to date came the year immediately after the dues hike that was supposed to boost organizing. In all, our union has lost nearly 100,000 members in just five years.

Record Officer Compensation

Under Hoffa, Teamster wages are flat, membership has declined, benefits in the largest Teamster funds were cut. But during this same period, compensation for our union's highest paid officials has increased—and dramatically.

The total amount of our dues money paid to officials who make more than \$100,000 a year has jumped to \$44.8 million, compared to \$25.4 million before Hoffa was elected—a 76 percent increase.

The number of Teamster officials making \$100,000 or more has increased by 66 percent since Hoffa took office. The number of officials who receive total compen-

sation of \$200,000 or more is up 161 percent under Hoffa.

Putting It In Perspective

It's true that \$100,000 doesn't buy what it did five years ago. But inflation, which has averaged around two percent a year, can't begin to account for the massive increase in the size and overall compensation of the \$100,000 Club.

And our International Union's spending on compensation for \$100,000 Club members hasn't always been on the rise. When the Ron Carey administration took office in 1992, they eliminated 66 percent of the multiple salaries and reduced the size of the \$100,000 Club.

After making these reductions, the Carey administration continued to keep a handle on officer compensation. The graphs above show that the overall size of \$100,000 Club compensation and multiple salaries paid by the International changed very little until their explosive growth when Hoffa took office.

Ironically, as a candidate Hoffa promised to "Cut and Cap International Union Salaries" and to "Cap total aggregate salaries of all International union officers and IBT employees at \$150,000." If Hoffa had kept that pledge, and his other "Cut and Cap" promises, our union would have saved \$15 million in the last five years.

"Lots of members have the attitude that, 'I don't care what officers make as long as they're taking care of me,'" said Craig Karnia, a UPS Teamster and Chicago Local 705 member. "This report has to make any thinking Teamster look at the money some officials are paying themselves and ask, 'If they're not delivering for the members, why do they keep raising their salaries?'"

Guide to the \$100,000 Club

The chart on pages 6-7 lists Teamster officials and staff who received salaries of over \$100,000 in 2003. This information was compiled from hundreds of Department of Labor LM-2 and LM-3, and IRS Form 990 reports. Total compensation includes salaries, allowances and expenses, but does not reflect other benefits such as pensions and automobiles, etc.

Notes

1. Now retired, or has passed away.
2. Has been removed from all offices by action of the Independent Review Board or similar legal action.
3. Now out of office due to local union election; however, Steger, Zimmerman and Woodward retain International positions. Hood retained the position of special assistant to James Hoffa, but now works full time for the Bush reelection campaign.

Abbreviations

Intl=International Union; JC=Joint Council; L=Local.
 BA=Bakery and Laundry Conference; BR=Brewery and Soft Drink Workers Conference;
 CC=Cannery Council; DA=Dairy Conference; GF=Georgia-Florida Conference;
 KW=Kentucky-West Virginia Conference; MK=Missouri-Kansas-Nebraska Conference;
 OH=Ohio Conference; PA=Pennsylvania Conference.

\$100,000 Club Hits All-Time High!

Name	City	Salary	Total Comp	Affiliates	Name	City	Salary	Total Comp	Affiliates
Frank Wsol ¹	Chicago	\$585,836	\$587,407	JC 25, L 710	Becky Strzechowski	Chicago	\$144,223	\$161,031	L 727
John Coli	Chicago	316,131	353,091	JC 25, L 727	Dennis Weinert	Dayton, OH	143,441	156,571	Intl, JC 41, OH, L 957
James Dawes	Chicago	261,374	266,576	L 710	Val Fiorillo	Mountainside, NJ	143,000	154,478	L 863
James Hoffa	Washington, DC	245,382	282,549	Intl	Joel Sosinsky	New York	142,725	158,620	Intl, L 237
Patrick Flynn	Chicago	245,382	269,473	Intl, L 710	James McCall	Washington, DC	142,410	154,029	Intl
James Santangelo	Covina, CA	245,354	271,475	Intl, JC 42, L 848	Patricia Stryker	New York	142,071	143,994	L 237
Thomas R. O'Donnell	Lake Success, NY	243,512	263,259	Intl, L 817	Keith Gleason	Peoria, IL	141,845	147,506	Intl, JC 65, L 627
Steven Gilman	New York	242,674	257,079	L 810	Anthony Judge	Chicago	139,852	154,449	JC 25, L 706
Carroll Haynes	New York	236,548	265,827	Intl, L 237	Donna Santoro	New York	139,582	150,244	L 810
Tyson Johnson	Dallas	232,584	252,547	Intl, JC 80, L 745	Ernie Soehl	North Brunswick, NJ	139,100	156,710	Intl, L 701
Louis Smith	New York	232,516	248,895	JC 16, L 810	William Woldman	Burr Ridge, IL	138,928	144,440	L 731
Leo Reed	N. Hollywood, CA	227,392	249,271	Intl, L 399	Harry E. Dellinger, Jr.	Washington, DC	138,786	153,988	Intl
Randy Cammack	Covina, CA	227,362	262,145	Intl, JC 42, L 63	Anthony Cousimano	N. Hollywood, CA	138,423	157,065	L 399
Michael Coli	Chicago	226,200	241,802	L 727	Robert Walston	Chicago	138,077	152,269	L 743
C. Thomas Keegel	Minneapolis	222,679	283,044	Intl	Harry Nespoli	New York	144,075	145,575	JC 16, L 831
Joseph L. Bernstein	Des Plaines, IL	218,441	225,808	JC 25, L 781	Joseph Bennetta	Bridgeport, CT	137,505	145,872	Intl, L 191
Terrence Hancock	Burr Ridge, IL	214,305	225,810	Intl, JC 25, L 731, L 738	Robert Bayusik	New Haven, CT	137,400	147,326	L 443
Rick Middleton	El Monte, CA	205,560	223,798	Intl, L 572	Thomas Custer	Chicago	136,702	151,579	JC 25, L 673
Steve Mack	Hayward, CA	203,909	236,878	Intl, JC 7, L 78	Michael McLaughlin	San Francisco	136,543	153,193	Intl, L 856
Walter Lytle	Ft. Wayne, IN	203,593	224,713	Intl, L 414	George DiPilato	Philadelphia	136,338	136,338	L 502
Chuck Mack	Oakland, CA	203,301	226,511	Intl, JC 7, L 70	Michael Mathis	Washington, DC	136,079	162,858	Intl
Fred Gegare	Green Bay, WI	200,300	222,407	Intl, JC 39, L 75	Angelo DiPietto	New York	134,925	136,425	L 831
Anthony Rumore ²	Scarsdale, NY	199,268	213,520	JC 16, L 812	Daniel J. Kane, Jr.	New York	133,589	145,960	Intl, JC 16, L 202
Ken Wood	Tampa, FL	198,679	220,230	Intl, GF, L 79	Robert A. Hogan	Berwyn, IL	133,097	150,363	L 714
Carl Conder	Kansas City	198,571	231,183	Intl, L 41	Richard Foley	Worcester, MA	132,911	145,022	JC 10, L 170
Ernest Sowell	Indianapolis	198,283	202,513	L 747	John Kikes	Hayward, CA	132,777	156,097	Intl, L 78
Jack Cipriani	Greensboro, NC	197,288	219,385	Intl, L 391	Howard Redmond	New York	132,054	139,571	Intl, L 804
Phil Young	Kansas City	193,891	220,185	Intl, L 41	Cheryl Johnson	Toledo, OH	131,660	160,526	Intl, L 20
Ralph Taurone	Salt Lake City	193,655	217,791	Intl, JC 3, L 222	Thomas Gesualdi	Lake Success, NY	131,572	149,591	L 282
Carl Simpson ³	Lexington, KY	192,873	202,264	JC 94, KW, L 651	Paul Gattus	Lake Success, NY	131,572	144,696	L 282
Robert Lennox	Pico Rivera, CA	192,153	207,833	Intl, JC 42, L 495	Dennis Raymond	Waterbury, CT	131,476	151,245	Intl, L 677
Robert White	Joliet, IL	190,942	198,376	Intl, JC 25, L 179	Donato Dimola	Union, NJ	130,916	138,756	Intl, L 97
Peter Scarlatos	New York	185,000	186,500	L 831	Donald DiLeo	Newark, NJ	130,903	138,889	JC 73, L 408
Stuart Mundy	E. Providence, RI	184,896	210,962	Intl, JC 10, L 251	Michael Sweeney	Chicago	130,460	136,304	L 710
Robert Bernstein	Des Plaines, IL	184,264	190,973	L 781	Edward Doyle Jr. ²	Elmsford, NY	129,688	143,988	L 456
Robert Bouvier	Montreal	183,896	190,796	Intl	Thomas Dziedzic ¹	Cheektowaga, NY	129,453	138,707	Intl, JC 46, L 264
Richard Volpe	New York	182,557	211,203	Intl, L 550	Larry Kudla	Lake Success, NY	129,168	145,491	L 282
James Long	Visalia, CA	179,963	195,349	JC 38, CC, L 94	Robert Warnock, Jr.	South Bend, IN	128,775	134,547	JC 69, L 364
John Steger ³	Washington, DC	174,878	186,480	Intl, JC 55, L 639	David Robinson	Saginaw, MI	128,683	161,317	Intl, JC 43, L 486
Anthony DiGrazia	Des Plaines, IL	174,588	186,107	JC 25, L 781	Ronald Germana	New York	127,972	140,134	L 237
Carlow Scaff	Washington, DC	171,613	187,475	Intl	Jerry Vercruse ¹	Los Angeles	127,840	137,686	JC 42, L 630
Robert Barnes	Waukegan, IL	168,050	176,874	JC 25, L 301	Patrick Kelly	Orange, CA	127,512	146,464	L 952
Daniel Kane, Sr.	Brooklyn, NY	167,406	193,340	Intl, L 111	Anthony Cornelius	Green Bay, WI	127,158	135,516	Intl, JC 39, L 75
Ken Hall	Charleston, WV	167,020	194,610	Intl, L 175, JC 94, KW	Greg Lucidi	Trenton, NJ	126,762	132,414	JC 73, L 35
Paul Walsh	South Boston	166,092	177,614	Intl, JC 10, L 379	Joseph Bairos	Providence, RI	126,639	146,160	L 251
David Laughton	Manchester, NH	164,427	182,023	Intl, JC 10, L 633	Gerald Zero ³	Chicago	126,610	134,361	L 705
Edward Keyser	Philadelphia	164,100	176,964	Intl, JC 53, PA, L 500	Jerry Vincent	Louisville	126,459	132,609	JC 94, KW, L 783
Lawrence Brennan	Detroit	163,772	190,006	Intl, JC 43, L 337	Faith Newyear	Waukegan, IL	125,604	126,020	L 301
John Harren	Los Angeles	163,410	175,251	JC 42, L 986	R. Hann	Orange, CA	125,596	135,771	L 952
J. Allen Hobart	Yakima, WA	163,219	186,608	Intl, JC 28, L 760	Brian Rainville	Washington, DC	125,216	130,722	Intl, JC 25
John Dulczak	Philadelphia	163,141	178,281	L 837	Charles Harple	Washington, DC	125,124	149,407	Intl
Richard Hendershot	New York	160,127	186,320	L 237	Dennis Taylor	Baltimore	124,787	133,858	Intl, JC 62, L 355
Nicholas Mancuso	New York	158,734	173,573	L 237, JC 16	Mary Salmeron	S. El Monte, CA	124,550	132,430	L 986
Alphonse Rispoli, Jr.	Mountainside, NJ	158,373	169,675	JC 73, L 863	Mark Muller	Chester, PA	124,186	132,389	L 312
William Lichtenwald	Toledo, OH	157,972	185,390	Intl, JC 44, OH, L 20	Moronke Oshin-Martin	New York	123,608	135,770	L 237
Joseph Tramontana ¹	Mountainside, NJ	157,680	161,939	L 863	Frank Maselli	New Haven, CT	122,400	128,817	L 443
Fred Zuckerman	Louisville	157,536	183,111	Intl, JC 94, KW, L 89	T. Marchetti	N. Hollywood, CA	121,760	139,213	L 399
Danny Barton	Indianapolis	156,666	165,213	Intl, JC 69, L 135	Walter Williams	N. Hollywood, CA	121,482	141,318	L 399
Richard Bell	Washington, DC	155,514	170,250	Intl	Evaristo Pabon, Jr.	New York	121,237	131,438	L 237
Rome Aloise	San Leandro, CA	152,880	182,254	Intl, JC 7, L 853	Joseph Valenti	Detroit	121,220	138,861	L 214
Roger Insprucker	Cincinnati	152,612	167,632	Intl, JC 26, OH, L 114	Gerard Vezina	Worcester, MA	121,009	129,409	L 170
Ernie Yates	Daly City, CA	152,322	160,099	JC 7, L 665	Victor Nuzzolilo	Worcester, MA	121,009	127,693	L 170
Robert Morales	San Francisco	151,444	156,557	Intl, JC 7, L 350	R Peterson	N. Hollywood, CA	120,793	141,667	L 399
Thomas J. O'Donnell	Lake Success, NY	150,000	165,989	L 817	Paul Cardullo	Philadelphia	120,085	132,271	JC 53, PA, L 929
Richard A. Smith	Des Plaines, IL	150,000	157,545	L 781	Brad Slawson, Sr.	Minneapolis	119,024	141,345	Intl, L 120
Robert Belans	Miami	149,801	157,651	Intl, GF, L 769	Francis Connelly, Jr.	Lake Success, NY	118,900	126,628	L 817
Gary Labarbera	Lake Success, NY	149,400	162,522	JC 16, L 282	Ritchie Reardon	Charleston, MA	118,737	124,971	L 25
John A. Williams	Seattle	148,900	170,497	Intl, JC 28, L 117	Frankie Luckett	Chicago	118,517	123,183	L 710
Ronald McClain	Des Moines	148,462	170,888	Intl, L 147	Hugene Roberts	Mountainside, NJ	118,250	122,575	L 863
Joseph Molinero	Pittsburgh	148,440	170,965	Intl, L 211	Eunice Rodriguez	New York	118,237	133,233	L 237
Gerald Hood ³	Anchorage, AK	147,974	165,139	L 959	Walter Schuler	Detroit	117,450	128,611	L 247
Gary S. Witten	Washington, DC	147,887	158,680	Intl	Sean O'Brien	Charlestown, MA	117,441	122,853	L 25
George Miranda	Englewood Cliffs, NJ	147,136	167,367	L 815, JC 16	Thomas Rosano	Scarsdale, NY	117,211	131,362	L 812
Frank J. Gillen	Philadelphia	146,267	178,804	JC 53, PA, L 500	Joseph Vitta	Scarsdale, NY	117,135	144,780	L 812
John Perry	South Boston	144,998	163,890	Intl, L 82	Jos. Wojciechowski	Scarsdale, NY	117,135	131,956	L 812
Frank Gallegos	Salinas, CA	144,379	174,342	Intl, CC, L 890, JC 7	James Woodward ³	Washington, DC	116,752	116,883	Intl, L 639

\$44.8 Million Goes to 303 Officials!

Name	City	Salary	Total Comp	Affiliates	Name	City	Salary	Total Comp	Affiliates
M. Masoner	N. Hollywood, CA	\$116,418	\$135,938	L 399	Dennis Hands	Jackson, MI	\$107,436	\$127,855	Intl, JC 43
John Murphy	Boston	116,398	126,220	L 25	Kenneth Lange	St. Louis	107,361	126,132	JC 13, L 6
Willie C. Smith	Jackson, MS	116,171	116,218	JC 87, L 891, L 988	Angelo Guarella	New York	107,326	112,801	L 804
Joseph Galli	St. Louis	115,839	118,444	MK, JC 13, L 688	Eddie Jacobson	Centralia, WA	107,017	134,572	Intl, JC 28, L 252
Frank Perkins	San Antonio	115,437	128,366	Intl, JC 58, L 657	Gerald Ranita	New York	106,844	113,387	L 804
Bret Caldwell	Washington, DC	115,406	137,995	Intl	Richard Loy	Norristown, PA	106,752	123,271	L 384
Paul Kenny	Los Angeles	115,322	140,020	L 630	Robert Gaines	Norristown, PA	106,752	118,785	L 384
Daniel Virtue	Harrisburg, PA	115,263	165,138	Intl, L 776	Frederick McLuckie	Washington, DC	106,730	124,572	Intl
Steven Vairma	Denver	115,220	135,344	Intl, JC 3, L 435	Les Singer	Toledo, OH	106,579	130,625	Intl, JC 44, OH, L 20
Colleen Brady	Charlestown, MA	115,038	118,974	Intl, L 25	Stanton Orr	Miami	106,540	108,040	L 769
William Lickert, Jr.	White Oak, PA	114,866	124,455	PA, JC 40, L 205	Chris Griswold	S. El Monte, CA	106,530	124,995	L 986
Thomas Aloisio	Detroit	114,750	126,626	L 247	James Muraki	S. El Monte, CA	106,530	119,990	L 986
Louis Bisignano	Lake Success, NY	114,410	121,052	L 282	Paul Armel ³	Lexington, KY	106,387	109,393	L 651
Louis Digiampaolo	Charlestown, MA	114,030	130,408	L 25	Kevin Reddy	Providence, RI	106,237	118,443	L 251
Ron Herrera	Covina, CA	113,616	125,129	L 396	Jerry Putnam	Ft. Worth, TX	106,216	110,348	JC 80, L 997
Dennis Hart	Hayward, CA	113,572	129,013	Intl, L 78	Charles Byrnes	Pittsburgh	106,065	135,071	Intl, JC 40, L 926
Dominick Tocco Jr.	Cleveland	113,443	131,048	JC 41, OH, L 416	Patrick Passaretti	New York	106,037	121,797	L 237
Kenneth Walker	Pico Rivera, CA	113,429	124,761	L 495	Victor Robb	Peoria, IL	105,926	107,905	L 627
Carl Gentile	Worcester, MA	113,401	122,935	L 170	James Carson	South Portland, ME	105,825	113,325	JC 10, L 340
James Peters	Worcester, MA	113,401	120,450	L 170	Harold Powell	Columbus	105,603	115,813	L 284
David McCarthy	Worcester, MA	113,401	119,107	L 170	David Watson	Carson, CA	105,600	111,895	L 572
John Millett	Worcester, MA	113,401	118,643	L 170	Michael Bove	New York	105,560	105,560	L 831
S. Dayan	N. Hollywood, CA	112,944	129,658	L 399	Charles Decola	Chicago	105,224	109,791	L 710
Aaron Sawyer	Washington, DC	112,846	129,972	Intl, L 922	James R. Barnes	Waukegan, IL	104,750	113,582	L 301
Andrew Marshall	Phoenix	112,536	123,986	Intl, L 104	John Mahoney	Boston	104,573	113,274	L 379
James Wilson	Charlestown, MA	112,419	124,643	L 25	Thomas P. Clair	Chicago	104,545	130,347	L 726
Anthony Magrene	New York	112,340	115,802	L 804	Thomas Uniatowski	Chester, PA	104,400	111,545	L 312
Paul Luddine	Lake Success, NY	112,320	127,588	L 282	Phil Saal	San Diego	104,368	109,481	JC 42, L 542
Anthony Pirozzi	Lake Success, NY	112,320	125,301	L 282	Gerald Bartone	New York	104,274	114,182	L 810
Wendell Shepherd	Lake Success, NY	112,320	120,314	L 282	Jeffery Padellaro	Manchester, NH	104,074	114,588	L 633
John J. Gerow	Union, NJ	112,115	120,123	L 97	Thomas Ziembozic	Detroit	103,950	113,831	L 247
Keith Clavin	Kansas City	112,048	116,649	JC 56, L 41	James Lyons ³	Chicago	103,941	106,288	L 705
David Lucas, Jr.	East Hartford, CT	111,707	126,026	JC 10, L 671	Patrick Burns	Grand Rapids, MI	103,709	117,277	JC 43, L 406
Gerald Gross	South Easton, MA	111,700	134,970	JC 10, L 653	Garry Collett	Danville, IL	103,650	112,312	JC 65, L 26
Timothy R. Lehman	Chester, PA	111,558	120,961	Intl, L 312	Daniel A. Kreiser	Trenton, NJ	103,645	110,183	L 35
Frank Narducci	Philadelphia	111,309	121,343	L 837	Arthur Parker	Houston	103,603	109,778	L 968, JC 58
Joseph Mattesi	New York	111,250	124,593	L 272	Raymond Whitmer	Long Beach, CA	103,578	113,358	L 911
Fred Alston	New York	111,250	124,130	L 272	William J. Whelan	New York	103,555	130,513	Intl, L 584
Randy Korgan	Covina, CA	111,209	127,792	Intl, L 63	D. Tessier	Seattle	103,455	106,539	L 117
James Minisci	Los Angeles	111,141	119,700	L 578	Mark Rime	Minneapolis	103,358	108,282	L 638, JC 32
Brian Carroll	Providence, RI	111,072	121,322	L 251	Michael McGaha	Greensboro, NC	103,352	117,500	Intl, JC 9, L 391
Claude Gray	Greensboro, NC	110,974	123,901	Intl, JC 9, L 391	Kenneth Haarala	Covina, CA	103,350	119,549	L 63
Lucio Reyes	Stockton, CA	110,707	128,770	Intl, L 601, CC	Authur Lazazzero	Charlestown, MA	103,250	116,871	L 25
Paul Kozicki	Detroit	110,700	121,008	L 247	Thomas Metzinger	Washington, DC	103,088	114,517	Intl
Lou Mazzei	Chicago	110,681	126,982	L 786	James Nolan	New Orleans	103,015	112,894	L 270
James M. Hogan	Berwyn, IL	110,608	125,939	L 714	William Hamilton	Philadelphia	102,963	133,384	JC 53, L 107
John Souza, Jr.	Modesto, Ca.	110,417	125,226	Intl, JC 38, L 386	Darrell Pratt	Fresno, CA	102,935	113,273	JC 38, L 431
Jeffrey Farmer	Washington, DC	110,275	158,796	Intl	John Mascali	New York	102,767	121,954	L 810
Lamont Byrd	Washington, DC	110,073	130,043	Intl	Sebastian Busalacchi ³	Milwaukee	102,733	107,098	JC 39, L 200
Louis Sanchez	Mountainside, NJ	110,000	117,277	L 863	Thomas Nightwine ³	Chicago	102,433	105,179	L 705
M. McHugh	Orange, CA	109,908	117,879	L 952	Roy E. Marshall	Washington, PA	102,225	115,205	JC 40, PA, L 585
Steven Labrie	Providence, RI	109,680	123,061	L 251	Sylester Needham	New York	102,025	119,157	L 813
Robert Keller	Norristown, PA	109,459	116,850	L 384	Gary Tiboni	Cleveland	101,900	110,861	L 436
Mark Harrington	Charlestown, MA	109,354	118,177	L 25	Genero Rodriguez	Berwyn, IL	101,874	119,323	L 714
Thomas Sperlazzo	New York	109,339	114,339	L 804	Dan DeSanti ²	North Brunswick, NJ	101,859	114,679	Intl, JC 73, L 701
James Blanchard	Washington, DC	109,288	153,654	Intl, L 390	Charles Easley	Waukegan, IL	101,743	111,650	L 301
Mark Gleason	Daly City, CA	109,272	116,002	L 665	John Kuziel	Waukegan, IL	101,743	111,096	L 301
Darel Aker ³	Salem, OR	109,225	115,792	JC 37, L 324	Joseph Yeoman	Pleasantville, NJ	101,700	104,272	JC 53, PA Conf, L 331
Greg Nowak	Detroit	109,186	133,462	Intl, JC 43, L 1038	Jesus Gonzales	Los Angeles	101,667	115,670	L 630
Johnnie Brown	New York	109,025	109,872	L 804	E. Dion	Daly City, CA	101,593	106,937	L 665
Dominick Marrocco	Lake Success, NY	108,687	116,283	L 282	Otis Cross Jr. ³	Chicago	101,365	104,096	L 705
William Buhlert	New York	108,642	112,175	L 804	Harold Killam	Washington, DC	101,273	110,778	Intl
Patrick Defelice	New York	108,598	117,222	L 804	Anthony Donato	New York	101,174	107,792	L 804
John F. Murphy	Boston	108,434	130,103	Intl, L 122	Edward Modecker	Denver	101,059	173,601	Intl, JC 3, L 537
William Leary	New York	108,329	117,683	L 804	Nelson Silva	New York	100,972	115,703	L 810
Garnet Zimmerman ³	Vancouver, BC	108,231	121,866	Intl	Charles Crawley ²	Houston	100,543	110,908	Intl, L 988
Joseph Martucci	Berwyn, IL	108,084	127,711	L 714	J. Dornbach	Orange, CA	100,536	113,115	L 952
George Brier	Waterbury, CT	108,004	124,395	L 667	Daniel Bartholomew	Minneapolis	100,516	114,716	Intl, JC 32, L 289
John Capobianco	Waterbury, CT	108,004	122,678	L 677	Gregory Floyd	New York	100,490	106,583	L 237
Clifford Socquet	Waterbury, CT	108,004	122,432	L 677	William Moore	Topeka, KS	100,400	144,542	Intl, MK, JC 56, L 696
Bruce Vivadelli	Mountainside, NJ	108,000	115,670	L 863	Gerard Whelan	New York	100,290	115,312	L 805
Matthew Condron	Norristown, PA	107,887	114,283	L 384	Robert Paffenroth	Covina, CA	100,282	119,539	Intl, L 63
Michael B. Haffner	Waukegan, IL	107,775	117,059	L 301	Robert Gillihan	Kansas City	100,200	118,291	JC 56, L 541
Carolyn Washburn	Louisville	107,718	112,915	KW, L 89	Kenneth R. Brantley	Chicago	100,172	126,109	L 726
Charles Leo Deaner	Washington, DC	107,666	121,398	Intl	Michael Spencer	Madison, WI	100,059	105,191	JC 39, L 695
Blase Messina	Chicago	107,496	113,621	L 710					

For notes and more information, see p. 5.

Two Cases in Federal Court

Members Press Central States Fund for Justice

Briefs were filed in September in two important federal court cases that Teamsters are pressing against the trustees of the Central States Pension Fund. These cases involve the right of Teamster members and retirees to gain access to financial information from their own pension fund, and the fight for justice against unfair rules that restrict retirees from most kinds of employment.

Your Right to Know

On Sept. 10, Paul Alan Levy of Public Citizen filed a brief on behalf of Teamsters who are seeking access to the quarterly reports of the pension fund's Independent Special Counsel. Because these are court documents, and because the trustees have shown no valid reason to keep them secret from fund participants, we hope to prevail. This information can then be examined by an expert to see whether the trustees have told members the truth about the fund's finances and drastic cuts.

The trustees' brief failed to offer a single example of why they should keep financial and actuarial information from participants. It also claimed that the U. S.

Department of Labor agreed with this secrecy, but in fact the Labor Department did not file any opposition to our motion.

All briefs have been filed, and the matter is now in the hands of Judge James Moran.

Unjust Reemployment Rules

Attorney Ann Curry Thompson, who represents Teamster members and retirees in the *Herman v. Central States* case, filed a brief in September with the Court of Appeals in Chicago.

Each side will file reply briefs in November; the judges may schedule a hearing for early 2005.

The reemployment issue continues to be a major part of the movement for pension justice, led by the Pension Improvement Committee and TDU. The pension movement is working to win accountability from the Central States trustees, or seek major changes through the 2006 International Union election.

TDU makes legal papers available to interested Teamsters; contact the TDU national office at (313) 842-2600. Free to TDU members, others send a donation.

Pension Contributions Increase August 1

For Teamsters under the major national contracts (UPS, freight, carhaul) benefit contributions went up \$.60 on Aug. 1. This money was split between pension and health and welfare plans, in different amounts for different areas. In the Central States Fund, all \$.60 went to the pension fund.

As a result of the increase, the total benefit contributions per full year are now about \$22,000 for each Teamster under these contracts. This money was bargained in recent contracts as members chose to bargain more into benefits and less into wages (which have not kept up with inflation). Benefit contributions were bargained in lieu of wages and really belong to the members, though some of the fund trustees may forget that fact.

Our union pension plans, with many participating employers, allow for higher pensions than 401(k)-type plans because long-time Teamsters not only collect from their own contributions but from all the Teamsters who left the plan after a short period. The plans are also designed to pool all participating members' resources and risks. That way companies with a younger work force don't get off too cheap while those that have kept employees longer have high pension bills. Plus, when a company goes out of business those Teamsters aren't left out to dry.

We just need to apply some democracy to make the plans work like they should!

The amounts now in effect for one plan (Central States) are reflected in the chart below.

Central States Pension, Health and Welfare Contributions as of Aug. 1, 2004

	per hour	per week	per year
Pension	\$ 4.75	\$190.00	\$ 9,880
Health and Welfare	\$5.64	\$225.70	\$11,731
Total	\$10.39	\$415.70	\$21,611



"I am going to the TDU Convention to learn more about the different ways to fight to get our pensions and health care benefits back. So many members have planned to retire after preparing for years to do so, but can't because of the changes made by Central States. Meanwhile our leaders sit back and say nothing can be done."

"We are taking steps to address that in Atlanta by running a Members First campaign in this fall's local election."

Scott Webber
Local 728, ABF
Atlanta

Are You Concerned About Your

Pension and Health Benefits?

Join with other Teamsters who are doing something about it at the

TDU Rank and File Convention

October 22-24, in Cleveland

- ☒ Meet fellow Teamsters who are taking action now
- ☒ Learn from attorneys and fund experts
- ☒ Be part of the solution to restore and protect our benefits
- ☒ Help shape the future of the movement

For information or to register, see pages 11-12 and contact TDU.

Health Care Hike for Boston Local 25 Retirees

The Local 25 health and welfare plan has boosted the rates that retirees must pay for health care coverage.

In a broken promise, the hike even applies to members who were told they would be exempt from contributions if they retired by April 1, 2002.

The fund made their now-broken promise in a letter to members on Dec. 19, 2001. The trustees pledged that members who retired by the April 2002 deadline would be in a "grandfathered group."

"[Members who retire] on or before April 1, 2002 will qualify for the plan with no contributions from age 60 through 64," the trustees pledged.

"Members like me retired based on this promise," said Pete Ventura, who retired early from UPS. "I would have worked at least two more years but I had to retire to make the fund's deadline for being part of the grandfathered group."

Now Ventura, and members like him, are paying \$83 a month for their health coverage. And that may be only beginning.

"Unless health care costs decline dramatically, it's likely the amount of your contribution will go up next year," the trustees told members in a letter outlining the cost hike. Unlike their earlier pledge, that's a promise you can bet the fund trustees intend to keep.

HUGH'S HIT LIST

Hugh Sawyer, the CEO of Allied Systems has a hit list of 200 Teamster carhaulers marked for termination. He openly bragged about it in a video mailed to 4,000 carhaul drivers, yard workers and mechanics.

TDU has obtained management memos that detail that company's plans to set up and fire Teamsters. Now that we know management's game plan, will our International Union respond?

Documents obtained by TDU show that top brass at the largest employer of Teamster carhaulers has detailed plans for targeting, harassing, and over-supervising targeted members until they can find an excuse to fire them.

Why? Because these Teamsters reported on-the-job accidents and injuries.

Mike Boudreau of Local 332, Flint, Mich., is one of the people targeted for firing. "During the 35 years I've worked at Allied, management has always told me I was doing a good job," says Boudreau. "But now they want to push me out. I think this is really about Hugh Sawyer trying to get rid of older workers and bust the union."

Carhaul is one of the most dangerous jobs in North America. Allied's hit list is an all-out attack on our safety and our union. It demands an immediate response from the IBT.

Allied is so confident our union officials will roll over that they're circulating a memo congratulating managers for terminating Teamsters in the home local of IBT Carhaul Director Doc Conder.

Documents Reveal Plan

TDU has obtained Allied management documents that detail Allied's termination plan, including a partial list of the drivers on the hit list. The documents show that management is targeting drivers who have had as little as two or more accidents or injuries.

Many workers on the list have had no accidents at all. Their only "crime" is reporting on-the-job injuries.

Memos circulated to terminal managers and supervisors instruct them on how to develop a record on these employees so that they can be terminated. It is clear that management intends to hold these workers to a higher standard, in violation of our union contract.

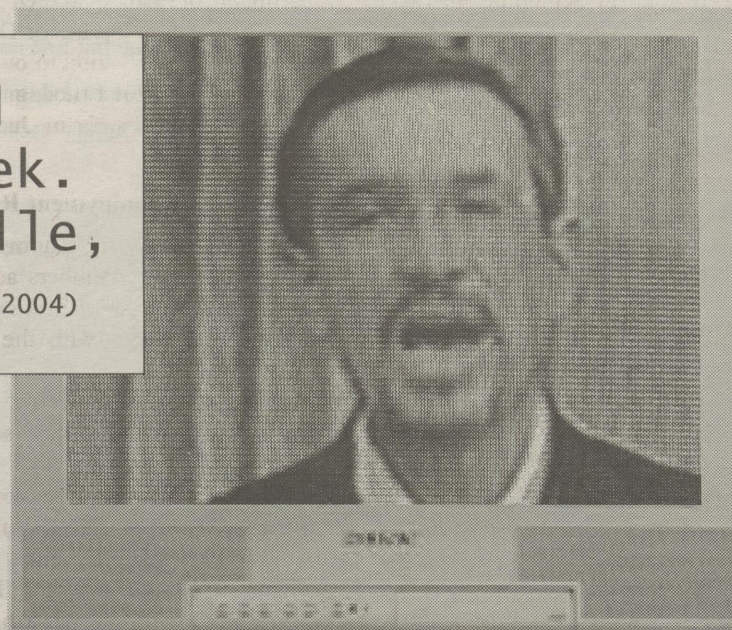
One memo says, "Each employee on the list will receive a high level of focused supervision. These drivers are to be supervised every time they load. You may even implement a follow-behind program as they deliver to dealerships. Hold them accountable to a very high standard of behavior."

The Moraine, Ohio, terminal established a "red zone" loading section, where they directed targeted drivers for focused supervision while loading. Management was set to spread the practice to other terminals, but has been stopped for now after members won grievances over the use of the "red zone".

Management is blatantly clear that their

"Several additional discharges this week. Kudos to Jacksonville, Kansas City." (July 29, 2004)

Allied higher-ups congratulated managers in Kansas City, the home local of Teamster Carhaul Director Doc Conder, for firing Teamsters who reported injuries and accidents.



"The objective with employees on both lists (the accident and injury list) is to terminate them immediately." (May 27, 2004)

Management's plans to set up and fire Teamsters are clear and decisive. Our union's response must be the same.

goal is to fire workers: "The objective with employees on both lists (the accident and injury list) is to terminate them immediately." Another memo tells terminal managers that they are prohibited from submitting perfect safety evaluations for certain employees, and then lists names!

Union Action Needed Now

This use of a hit list and selective enforcement of work rules is an open attack on our union and our contract. In the video, Hugh Sawyer asks Teamster officials for their support in implementing his hit list.

Unfortunately, so far we have not heard a peep out of the International or Carhaul Director Doc Conder. One internal Allied memo says: "Several additional discharges this week. Kudos to Jacksonville, Kansas City." Kansas City Allied is in Local 41, Conder's own home local.

Where is the fight-back to protect our members and our union?

Our union should use its right under federal labor law to obtain information from management necessary to enforce the contract. The IBT and carhaul locals should be requesting the complete list of

"Each employee on the list will receive a high level of focused supervision. These drivers are to be supervised every time they load. You may even implement a follow-behind program as they deliver to dealerships. Hold them accountable to a very high standard of behavior." (May 27, 2004)

targeted employees, the criteria used to develop it, and the procedures being used to implement the mass termination plan. That way we can ensure that work-rules are applied in an even-handed way, and that no one is punished just for reporting an injury.

Chilling Effect

In his video, Sawyer claims that he is acting to protect the company from unsafe drivers who have generated millions of dollars in losses for the company. Sawyer says they have more accidents, cargo damage and injuries than other employees. These Teamsters, many of whom are long-time employees, have supposedly been "tolerated" by the company and the union so far, but are now going to be terminated.

But the real goal of Sawyer's hit list program seems to be to intimidate drivers out of reporting injuries and soften our

union up for a productivity drive.

The video ends with a list of drivers who have made Allied's Silver, Gold or Platinum productivity scoreboard. Drivers who are not listed may be left wondering whether they are on the hit list for termination.

No doubt there are some drivers and mechanics that need to improve their safety procedures. But singling out workers for termination if they report injuries or have no-fault accidents is not the way to do it.

If these 200 employees are fired, what next? Will management make a new hit list of the 200 remaining "least best" employees?

Our union needs to stop Allied management in its tracks or one day every worker will have to fear ending up on a hit list if they report an injury, have an accident, or speak out.

Teamsters Gear Up for October Rerun in D.C.

Local 639 'Ghost Officers' Cash In

Special favors from the Hoffa administration just keep coming for John Steger, the Hoffa General Executive Board member who was voted out of local union office by Local 639 members last fall.

Last month, *Convoy* reported that Hoffa put Local 639 in trusteeship and ordered a rerun election to give Steger and other sore losers a second chance—even though they ran the Fall 2003 election and were responsible for safeguarding the ballots that were tampered with after the count.

Now the Steger group is getting another gift—and it's cash this time. Under the

direction of Trustee Leon Cooper, John Steger, James Woodward and others are receiving retroactive benefit fund contributions for the time they were out of office during 2004.

Using the established contribution rates, it would take over \$40,000 of Local 639 funds to pay for these contributions. These officials did not do a lick of work for Local 639 during the seven months involved, after having lost the election.

Not Hurting

Some of the Steger slate retired after

losing the election. Steger and Woodward continued drawing salaries from the IBT—Steger as an international trustee and Woodward as an international representative. Steger is in the Cadillac of Teamster pension plans, the Family Protection Plan (in addition to the Local 639 plan) and certainly won't be hurting for pensions when he retires.

Several members of Local 639 are investigating the legality of the retroactive contributions and a full accounting of the matter should be possible when the Members United Slate is returned to office following the election in October.

The International Union has also put a lid on membership rights during the trusteeship. Members recently requested to see the local's current financial reports. Hoffa's trustee Leon Cooper turned them down, saying no reports would be provided until after the election. He also announced that no membership meetings would be held in September or October.

Ballots in the rerun election are to be mailed October 6. Members are organizing now to send Steger and Hoffa a final message that undemocratic meddling is not wanted in Local 639.



Teamsters Hit by Plant Closing

Members Challenge Sellout by Local 743 Officials in Chicago

It's bad enough when your company threatens to relocate and destroy union jobs. It's worse when your union refuses to tell you about it, makes a secret deal, and then refuses to even meet with the long-time Teamsters.

That's happening to 175 Teamsters at Silver Capital frame plant in Chicago. Days before closing, the company presented employees with the "negotiated" closure package.

Members were shocked, but the company informed them it already had been worked out with their union.

"The union didn't help us," said Marcela Garcia, a 17-year Teamster who was offered the equivalent of two week's severance pay—roughly \$1,000—and no continued benefits. The deal even allows management to keep a number of Teamsters at work without regard to seniority.

Garcia organized 50 workers to sign complaints that state the union "...arbitrarily, discriminatorily, and in bad faith, secretly negotiated an agreement with Silver Capital regarding the plant closing. Workers were denied their seniority rights and the right to vote on the changes to the contract."

Garcia decided to take the challenge a step further. She will run for office this fall on the Local 743 New Leadership Slate led by TDUsers Richard Berg and Tony Caldera. She and other Local 743 members organized a protest (pictured) against the current leadership following the September nomination meeting.

Baltimore Local 355

BA Punches Out Member, Local Raises Dues

What happens when a business agent punches a member in the face at a union event? Many Teamsters officers guilty of assault have been suspended from union membership. But in Baltimore Local 355, officers took a different approach to disciplinary action.

They raised members' dues.

In a story too incredible to make up, Local 355 President Dennis Taylor pushed through a five-dollar-per-month dues increase to pay for legal bills resulting from the assault on a UPS Teamster by business agent Keith Biddle.

Biddle has admitted to hitting member Jerry Miles in the face at a union event.

Will Inquiry Go Higher?

Hoffa Rep Banned By IRB

The Independent Review Board (IRB) declared former Hoffa International Rep and President of Houston Local 988 Chuck Crawley barred for life from the Teamsters Union on Sept. 9, after finding him guilty of embezzling union funds.

Crawley's guilt was never in doubt and the IRB decision comes as no surprise. The big question is where the corruption investigation will go from here.

The implications of Crawley's corruption go well beyond Houston. His embezzlement schemes exploded into an International Union scandal when Hoffa moved to protect Crawley from the IBT's own anti-corruption program, Project RISE.

Hoffa delayed putting Local 988 in trusteeship until the IRB forced his hand. Crawley is represented by Robert Baptiste, the Hoffa administration's top-gun attorney for officials charged with corruption.

Stier Steered Wrong

Hoffa's anti-corruption chief Edwin Stier and the entire staff of Project RISE resigned in protest in April—citing the Crawley cover-up as well as efforts by the General President's office to protect Teamster officials linked to organized

crime in Chicago.

It remains to be seen what action the IRB and the Justice Department will take to fully investigate the Hoffa administration's protection of Crawley, Chicago officials linked to the mob and other cover-ups of alleged corruption.

What is certain is that the IRB's 19-page decision ends Crawley's Teamster corruption for good.

Crawley devised a scam to skim \$20,000 in cash when he had Local 988's phone system installed, and more money in a scheme to purchase union t-shirts through a Chinese restaurant. These clumsy plots involved relatives of union employees.

Two others charged in more minor aspects of the corrupt schemes, Dennis Bankhead and Maria Espinosa, were not found guilty. Neither is expected to return to the Teamsters Union.

Meanwhile, Local 988 has been in trusteeship for a year. Will the members of Local 988 build a new leadership team, independent of those who worked with and around Crawley?

It's up to the rank and file to close the chapter for good on Teamster corruption in Houston.

The assault happened after Miles criticized Taylor's spending union money to attend a lavish golf tournament.

The Miles case could have been settled long ago if Taylor had been willing to take disciplinary action against Biddle. But Taylor refused to do so. The Joint Council also failed to take action. With no internal remedy forthcoming, Miles exercised his right to take Biddle and the local union to court.

So after heated debate, a vote on a five-dollar-per-month dues increase was narrowly approved by 198 to 181 at Local 355 membership meetings on September 12.

Some of the 198 who voted in favor of

the increase made it clear that they were not happy about having to do so. And the 181 "no" votes made it clear that nearly an equal number of members were dead set against the increase.

"No member should fear physical retaliation from their union representatives," Jerry Miles said. "And if it does happen, as it did to me, local officers should take steps to make it clear that it is wrong and will not be tolerated. Taylor has not only refused to do that, but now he is making Local 355 members pay for his and Biddle's actions."

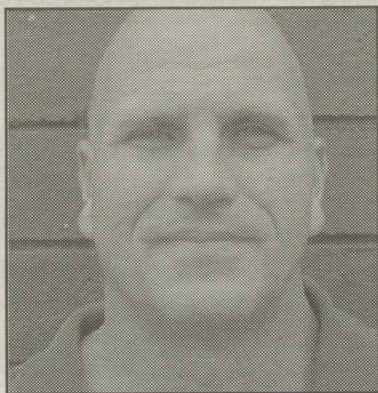
The Biddle assault case may go to court as soon as October.

TDU Rank and File Convention Oct. 22-24 Cleveland Sheraton Airport

"Building a more powerful Teamsters Union starts with strong, democratic locals that take on employers by mobilizing the members. That's the kind of union we're building in Local 174.

We'll be in Cleveland to share what works, to talk about the challenges we face, and to learn from our fellow Teamsters."

Dan Scott, Secretary-Treasurer
Local 174, Seattle



Issues in the Spotlight at This Year's TDU Convention

The Decline of Teamster Power Under Hoffa. What has six years of Hoffa's leadership done to our union? We'll analyze what's happened to our bargaining power, new organizing, Teamster finances, corruption, and other key areas. It's our job to save our union—what will it take?

Rebuilding Our Union at the Grassroots. How are local officers and rank and file leaders beating the odds by building stronger local unions and spreading our reform movement?

The Attack on Our Benefits—and the Fightback. What's next in the fight to restore benefit cuts and beat employer attacks on our pensions and medical coverage?

The 2006 IBT Convention and Election. With membership support falling for Hoffa and his administration's failed policies, Teamsters are already looking ahead to 2006. What will it take to elect International leadership in the next election and win reforms at the IBT Convention?



Workshops and Special Meetings

In addition to the workshops listed to the right, the Convention will feature special meetings and caucuses, including:

By Industry or Employer

Freight
UPS
Carhaul
Grocery
Meatpacking

For other groups:

Local contracts
Pension activists
Latino/a Teamsters
Black Teamsters
Women Teamsters

and
more!

Register Today!

See page 12 for registration information.

Friday Workshops

Hoffa's Dead-End and the Road Ahead. TDU leaders and members will evaluate the decline of Teamster Power under Hoffa and what it will take to save our union and mount a strong challenge in the 2006 IBT election.

Fighting Apathy and Getting Members Involved. Find it hard to get your fellow Teamsters to act like a team? Learn effective communication and organizing techniques to unite and involve members.

Teamster History. Teamster historians Dan Moldea (*The Hoffa Wars*) and Dan LaBotz (*Rank and File Rebellion*) will compare Teamster power and corruption under the two Hoffas and discuss how rank and file reformers have changed the history of our union and can shape the future.

Presenting Grievances at Arbitration and the Panels. Union representatives and attorneys will discuss how to organize evidence, arguments and witnesses, and will demonstrate winning presentation techniques.

Saturday Workshops

Running for Local Union Office. Learn how to run a winning campaign for local office, how to get a fair election and implement a winning strategy to elect reform leadership.

Working Without a Contract – Running an Inside Campaign. How can locals increase their bargaining leverage when negotiations are deadlocked and a contract has expired? Attorney Robert Schwartz and experienced officers will lead a discussion of inside strategies as alternatives to strikes.

Legal Rights on the Job and in the Union. This hands-on session with an experienced labor attorney covers federal law and Teamster Constitutional rights from the viewpoint of Teamster members.

Protecting our Pensions and Health Benefits. What's behind the cuts in our pensions and health benefits? What should union leaders, fund trustees and members be doing to protect our benefits? Find out from fund experts and Teamsters who are active in the movement to defend our benefits.

What Makes for an Effective Union Steward? Experienced business agents and stewards will discuss proven strategies for policing your contract and enforcing members' rights—including writing effective grievances, investigation and involving members.

Transportation Solidarity: an Introduction to Rail Labor for Trucking Workers. Labor Notes editor Chris Kotalik will give an overview of railroad unions (and their rank and file movements) and will lead a discussion on what mergers could mean for building solidarity in the freight industry.

Sunday Workshops

Creative Strategies for Winning Shop Floor Issues. Is management dragging its heels on grievances? Are members getting discouraged? Learn new techniques for taking on old problems—and winning!

Leading a Fighting, Democratic Local Union. What strategies are Teamster officers using to build strong unions? This workshop will cover local union administration strategies from financial and strategic planning to time management. Officers will also discuss successful local programs for involving members and strengthening the union.

Truck Safety: Rights, Strategies and Tactics. Learn about the STAA from attorney Paul Taylor of the Truckers Justice Center. Discuss the impact of the Hours of Service regulations and other safety issues with fellow Teamster drivers.

Using the Family Medical Leave Act. Attorney Robert Schwartz will discuss the law and information on bargaining and membership rights involving absenteeism policies and family and medical leaves.

Beating Racism and Building Diverse Leadership in the IBT. A strong union involves everyone. Talk with other Teamsters who are working to overcome divisions and build stronger TDU chapters and local unions.

Organizing to Win Strong Contracts. How to unite members, pressure the employer, and win a good contract in a tough bargaining climate.

Rebuilding Teamster Power • Saving Our Union

TDU Rank & File Convention

October 22-24 • Cleveland Sheraton Airport



We're Fed Up and Fighting Back!

Across North America, Teamsters are fighting the attacks on our pensions and health benefits. We're standing up at work. We're building stronger locals and electing reform leaders. And we're preparing to send the Hoffa administration packing in 2006.

Have you had enough of pension and health care cuts? Shrinking Teamster membership? Declining bargaining power? Hoffa's broken promises? Are you ready to do something about it?

Register for the 2004 TDU Convention today!

REGISTER NOW

Postmark your registration no later than September 30 and receive a \$10 discount (\$5 for one day) with 50 percent deposit. See below for travel discounts that may also apply.

CONVENTION REGISTRATION

Includes cost of all convention materials, meeting space, coffee breaks and meals (dinner on Friday, lunch and dinner Saturday, and Sunday lunch).

HOUSING

Reserve rooms through TDU at a special group rate. All rooms are \$95 per night (tax included), for one or two people. If sharing room fee, please indicate other party.

MEMBERSHIP

If you're not a member of TDU, join today. Includes subscription to *Convoy Dispatch*.

DISCOUNTS

Early registration and travel discounts for Teamsters and spouses. Enclose full payment or 50 percent deposit to receive discount.

CREDIT CARD PAYMENT

Visa /
MC _____

Exp. date _____

Name _____

Address _____

City _____ State _____ Zip _____

Phone () _____

Company _____ Local _____

If registering for others please include same information.

Fri., Sat. & Sun.	\$185 x _____	# of people
Sat. & Sun.	\$160 x _____	
Fri. & Sat.	\$160 x _____	
Sat. only	\$100 x _____	
Total Registration Cost = _____		

☐ non-smoking room ☐ smoking room
_____ single room _____ double with _____
☐ Thurs. ☐ Fri. ☐ Sat. ☐ Sun.
of nights _____ x \$95/night = _____

☐ \$40 one-year membership
☐ \$95 three-year membership
☐ \$25 spouses, retirees, Teamsters who gross under \$22,000
Membership Cost = _____
Total Cost = _____

☐ \$10 if postmarked by Sept. 30 (\$5 if one day)
☐ \$10 travel over 500 miles one way
☐ \$20 travel over 800 miles one way
Total Discount = _____

Return to:
TDU
P.O. Box 10128
Detroit, MI 48210
Fax: 313-842-0227
Cost minus discounts = _____
AMOUNT ENCLOSED = _____
Balance Due = _____

TDU invites all Teamsters interested in defending our contracts and reforming our union to join us and attend the convention. We do reserve the right to exclude those who are opposed to TDU and its principles.

Frequently Asked Questions

About the TDU Convention

When is it? The convention will be held Oct. 22-24. It starts at 1:00 pm on Friday afternoon, and will end at 3:30 pm on Sunday.

Where is it? This year's convention is being held at the Sheraton Airport Hotel in Cleveland.

Is transportation available from the airport to the hotel? Yes, there is a 24-hour free shuttle from the airport to the hotel.

Are meals included in the cost of registration? Full registration includes dinner on Friday and Saturday, lunch on Sunday and Saturday, morning coffee, and afternoon coffee breaks. (There is also a full restaurant and bar available.)

How do I register? Clip out the form at left and send it in. You can pay by cash, check, money order or credit card. You can get more information or register by phone at (313) 842-2600, or online at www.tdu.org.